



WORKFORCE
MANAGEMENT
DRIVES YOUR
SUCCESS

**ATOSS Software AG – Excellence in Workforce Management
Full Year Earnings Conference March 9, 2018**

Christof Leiber, Member of the Board, ATOSS Software AG

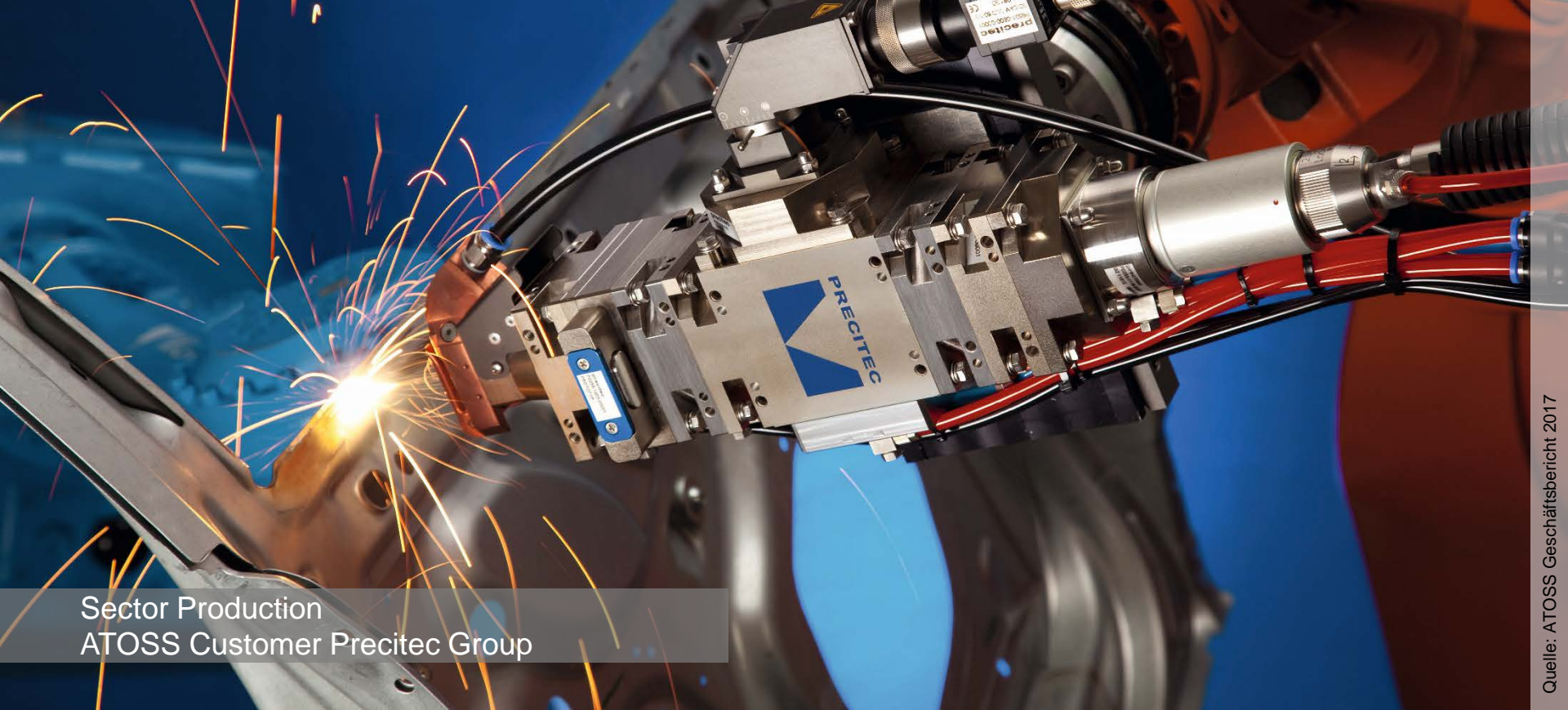
ATOSS 

01 Workforce Management @ ATOSS

02 Go To Market Strategy

03 ATOSS: KPI's

AGENDA



Sector Production
ATOSS Customer Precitec Group

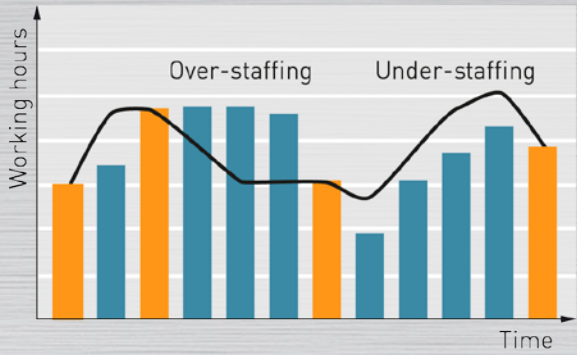
01 Workforce Management @ ATOSS

01 Demand-optimized workforce scheduling

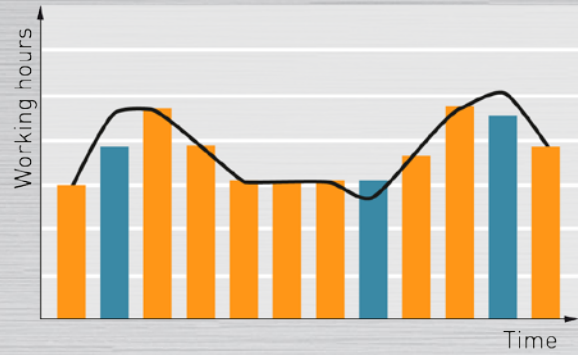
Benefits and advantages of workforce management

How does a workforce management system enable a flexible, demand and cost-optimized personnel deployment ?

CURRENT SITUATION



TARGET SITUATION



- Personnel demand
- Demand oriented personnel deployment
- Non-demand oriented personnel deployment

Current situation:

- Fluctuation in demand
- Little flexibility and long response times

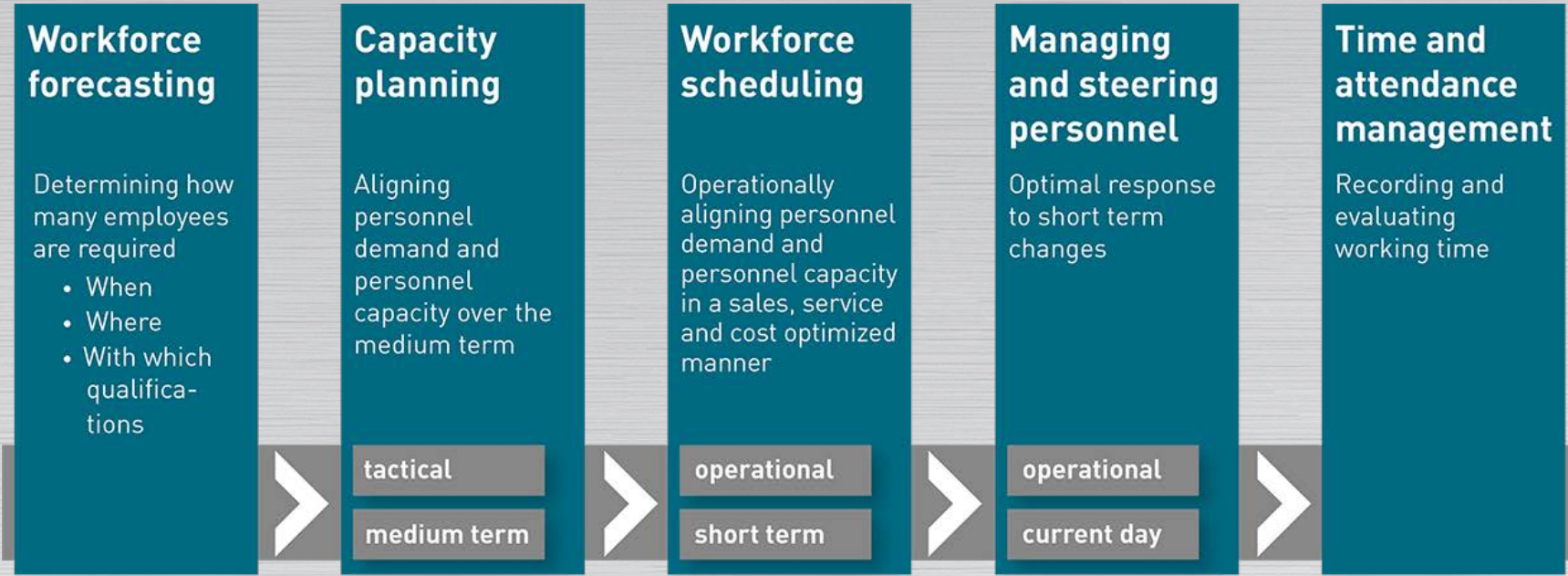


Goal:

- Demand and cost-optimized synchronization of working time and order volume

01 Comprehensive workforce management

5 steps to more success



◀◀◀◀ **WORKING TIME FLEXIBILIZATION** ▶▶▶▶

01 Solution instrument – workforce management

Efficiency via highly flexible staff deployment

ATOSS helps companies to have ...

the right employees,

with the right qualifications,

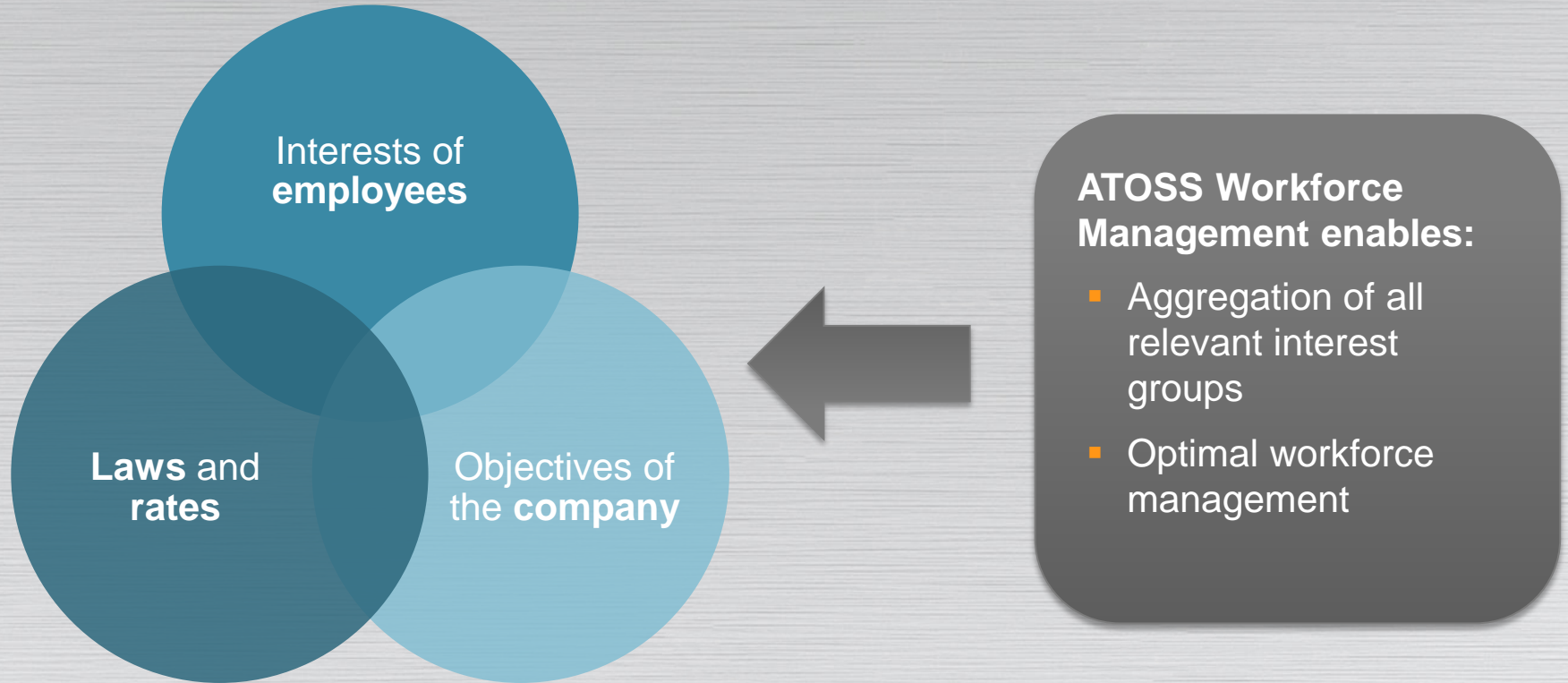
at the right time,

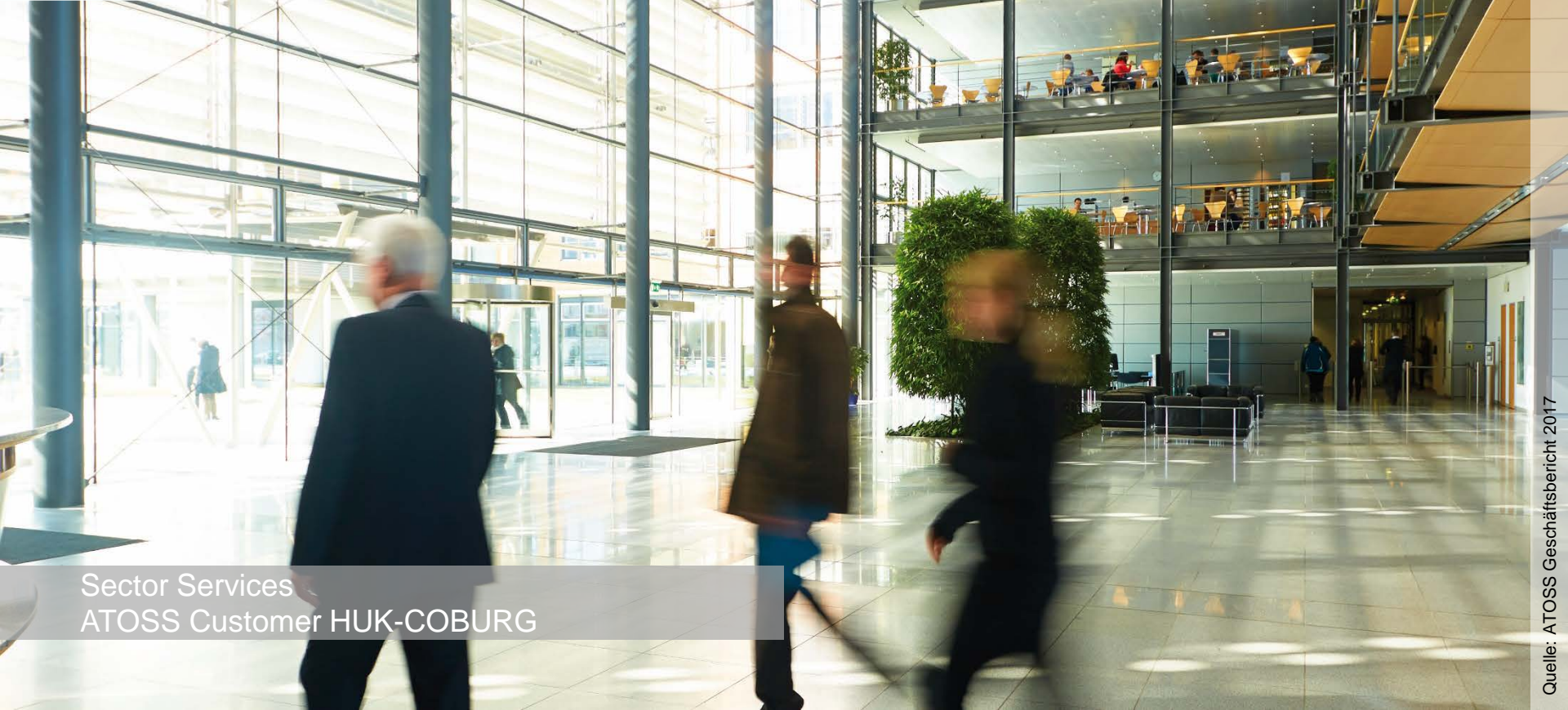
at the right place,

... cost optimised!

01 Managing complexity

Workforce management



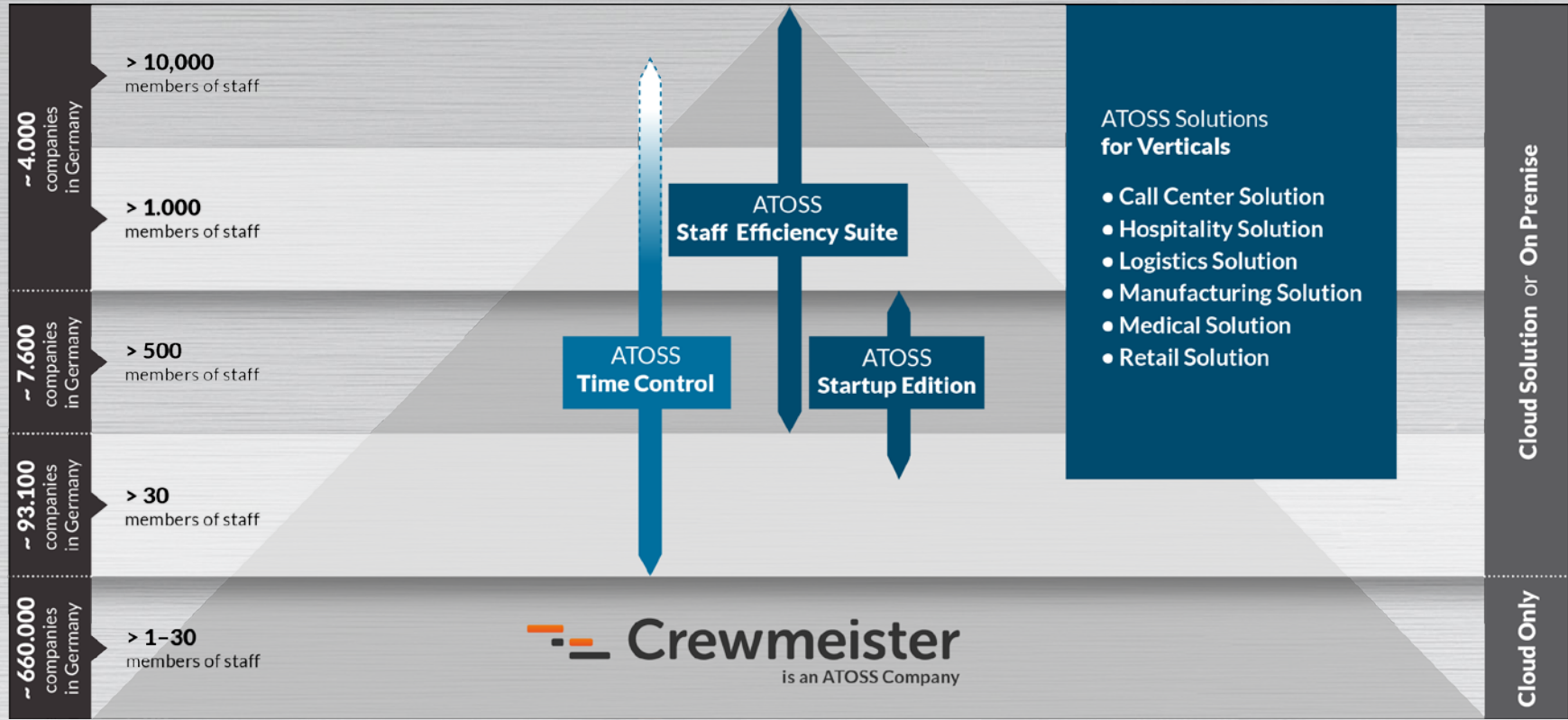


Sector Services
ATOSS Customer HUK-COBURG

02 Go To Market Strategy

02 ATOSS full range strategy

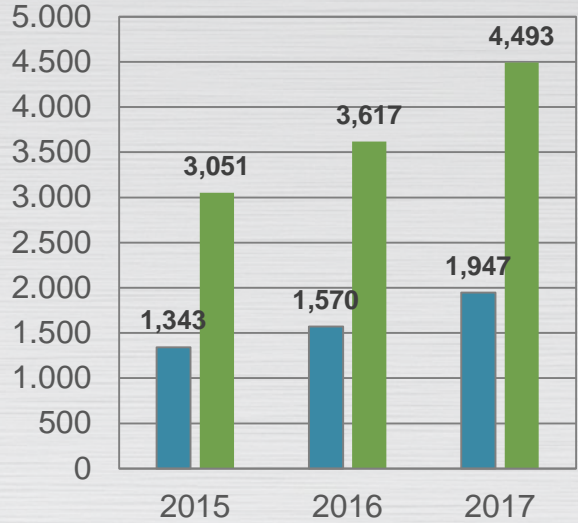
Growth effects based on ATOSS full range strategy



02 ATOSS Full Range Strategy

Growth driver order intake software licenses

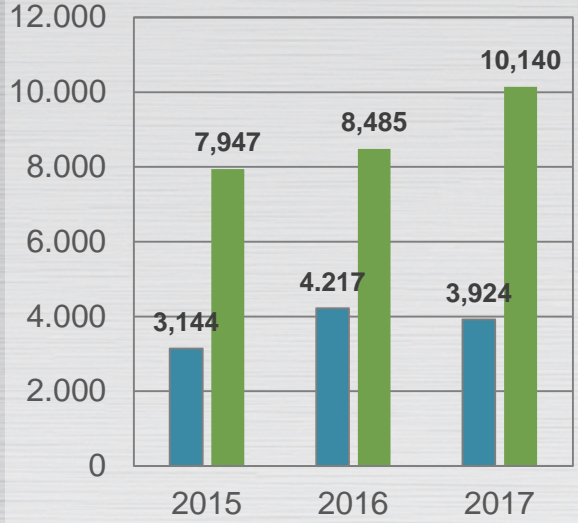
SME Market



176 NC 205 NC 225 NC

■ order intake sw-licenses NC in kEUR
 ■ order intake sw-licenses total in kEUR

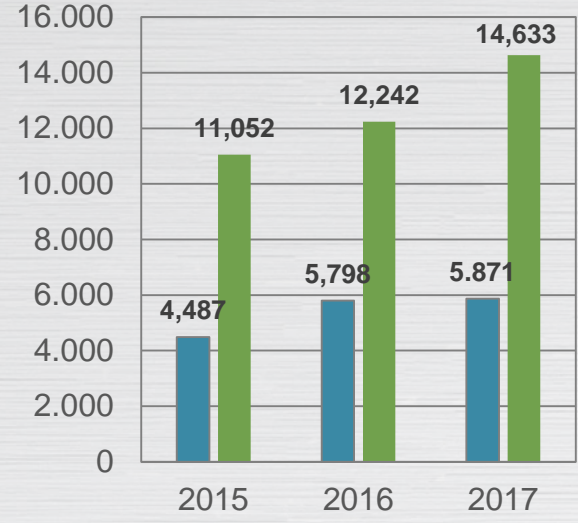
Enterprise Market



30 NC 36 NC 41 NC

■ order intake sw-licenses NC in kEUR
 ■ order intake sw-licenses total in kEUR

Total



228 NC 369 NC 661 NC

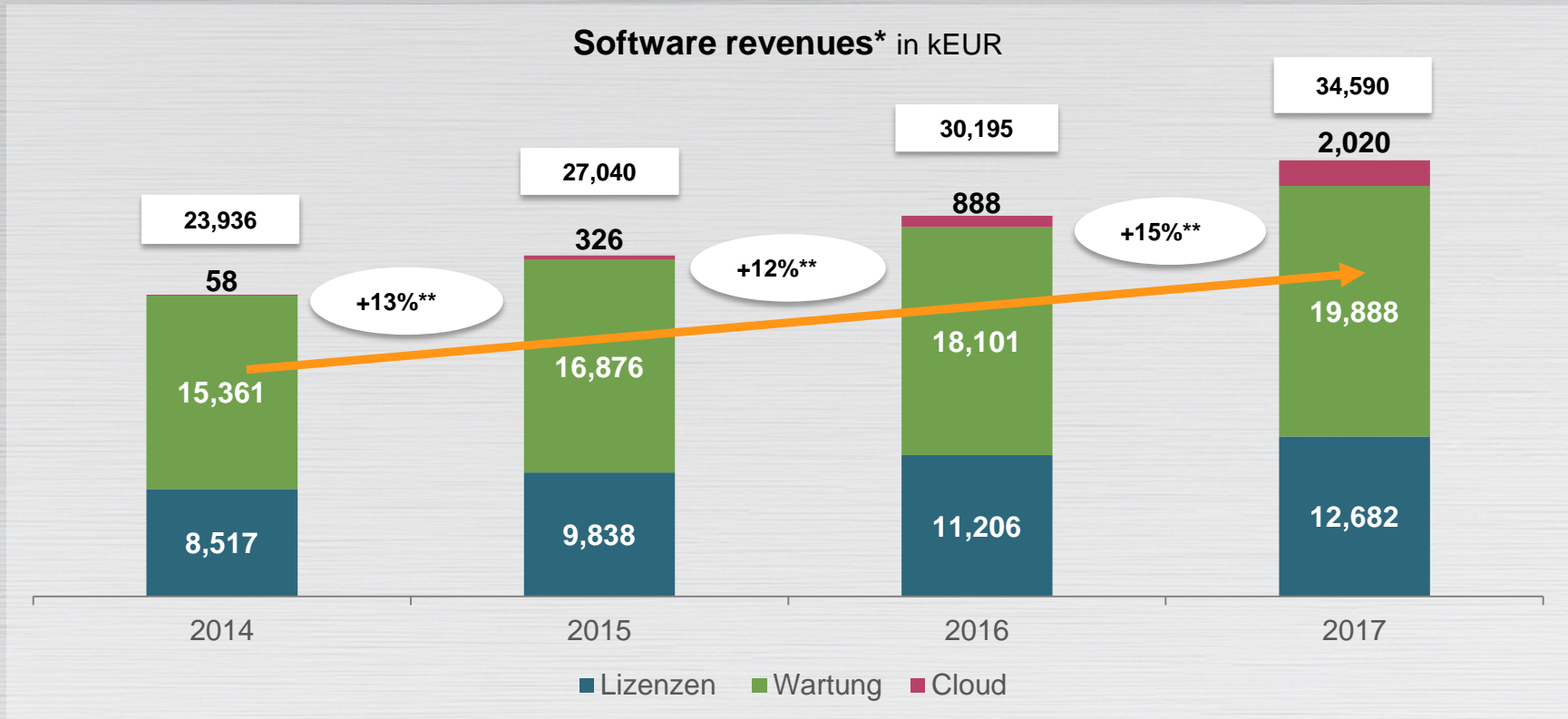
■ order intake sw-licenses in kEUR
 ■ order intake sw-licenses total in kEUR

NC: new customer



02 ATOSS full range strategy

Sustainable growth



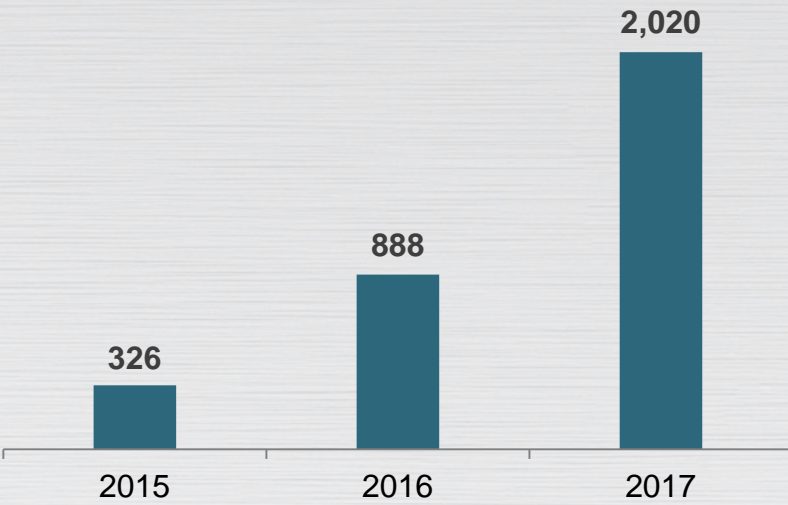
* Licenses, Maintenance and Cloud ** Growth rate software revenues (total) YTY



02 ATOSS Cloud Solutions

Successful start of a new world of invoicing

Revenues
in kEUR



Order development
in kEUR



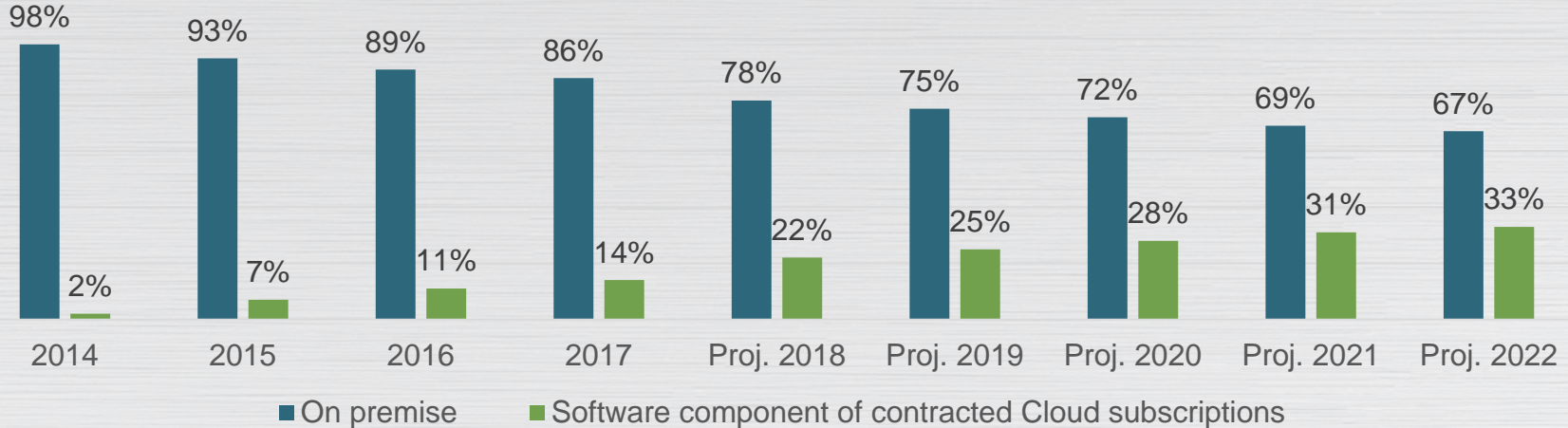
Average contract period in 2017 amounted to 42 months.



02 ATOSS Cloud Transformation

Impact on order structure

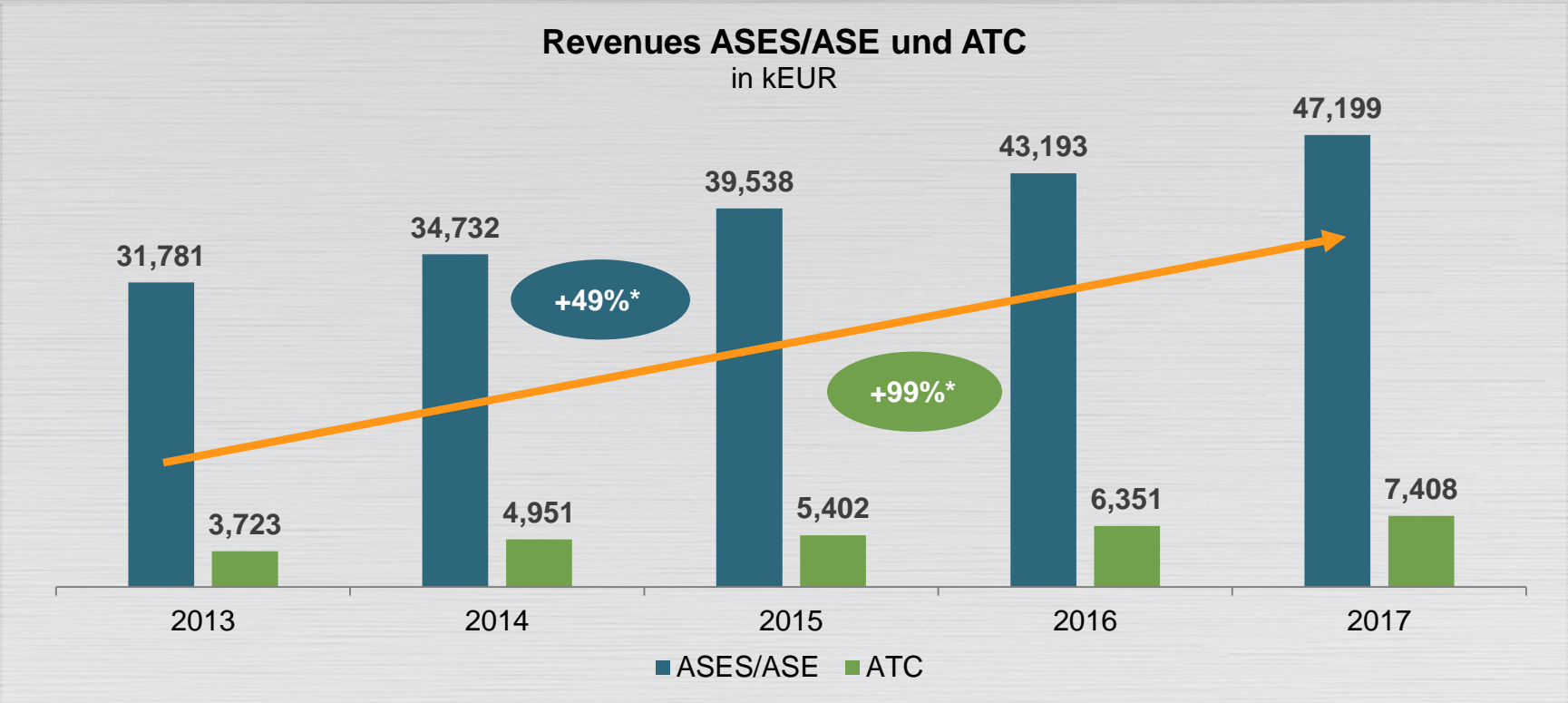
Software-order intake break down
in %



The actual proportion of cloud order intake from **new** customers is even higher.

02 ATOSS full range strategy

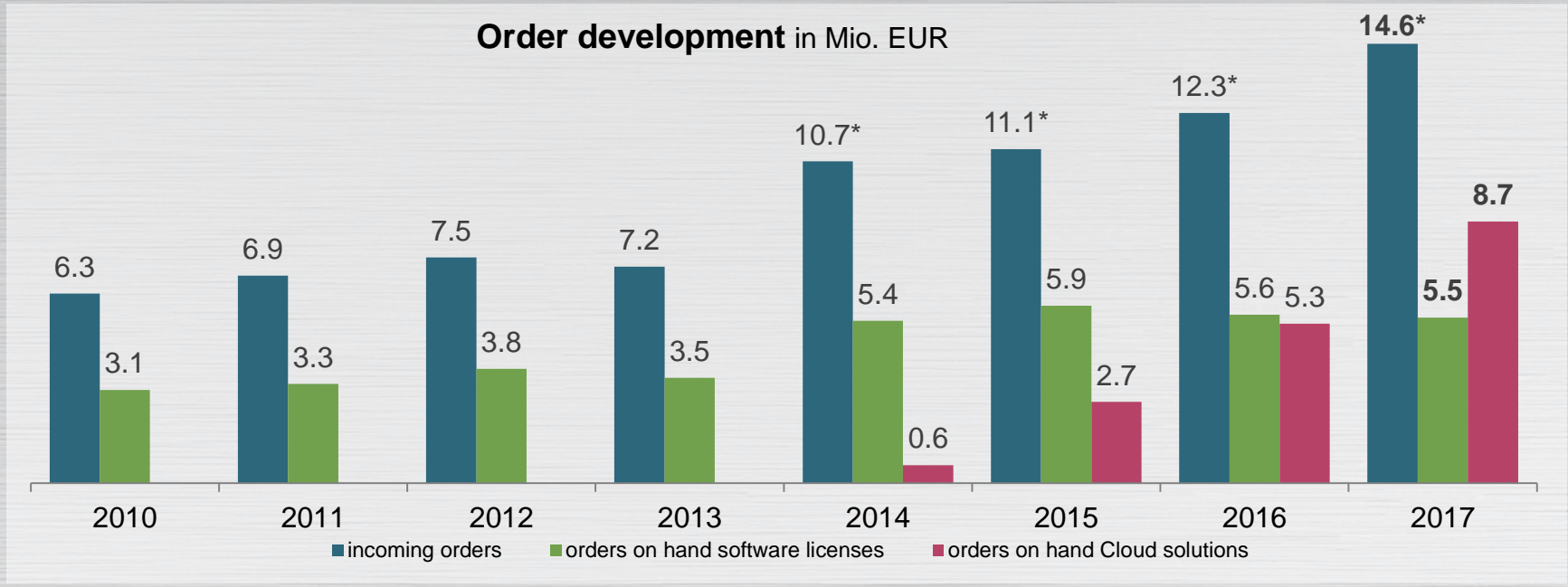
Continued growth in both key product lines



* Growth rate since 2013



02 Excellent basis for further success



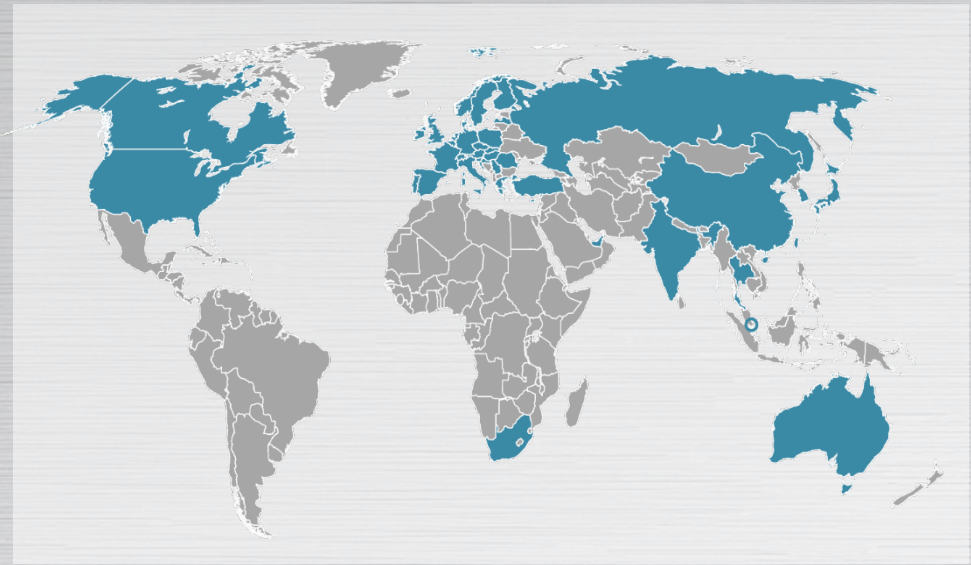
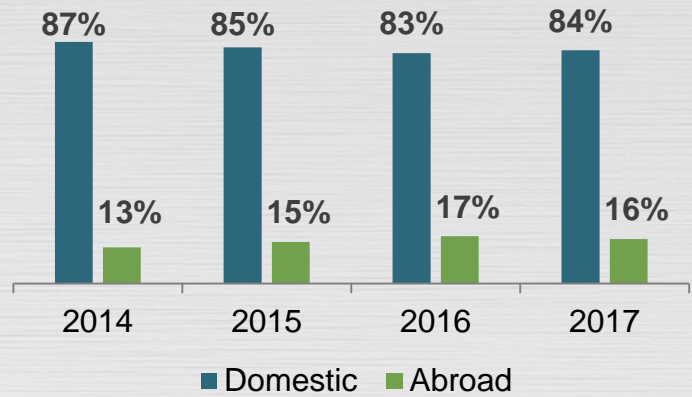
The strong demand for our software licenses and Cloud solutions provides an excellent basis for further development of ATOSS.

*Software licenses incl. software components of fixed contracts for cloud subscriptions



02 ATOSS solutions worldwide

Geographik breakdown of sales revenues



Our solutions are in operation in 42 countries worldwide.

Multilingual solutions, currently available in 9 languages*

Planned share of abroad sales in 2025 40 percent

Extendable - currently German, English, French, Italian, Dutch, Hungarian, German (Switzerland), Czech, Polish

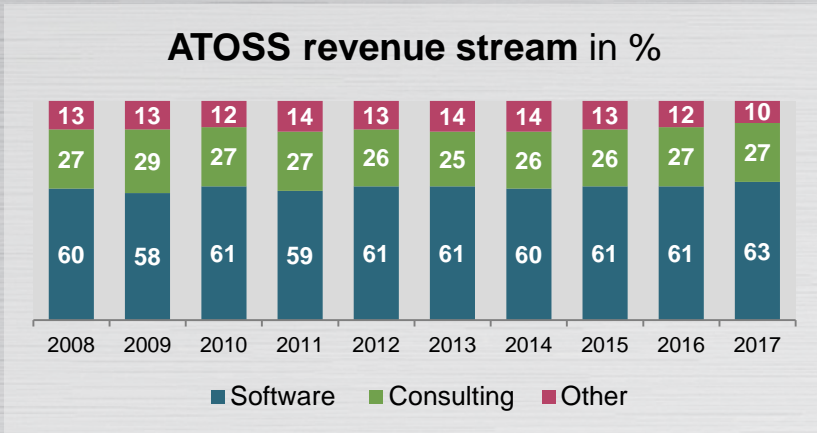
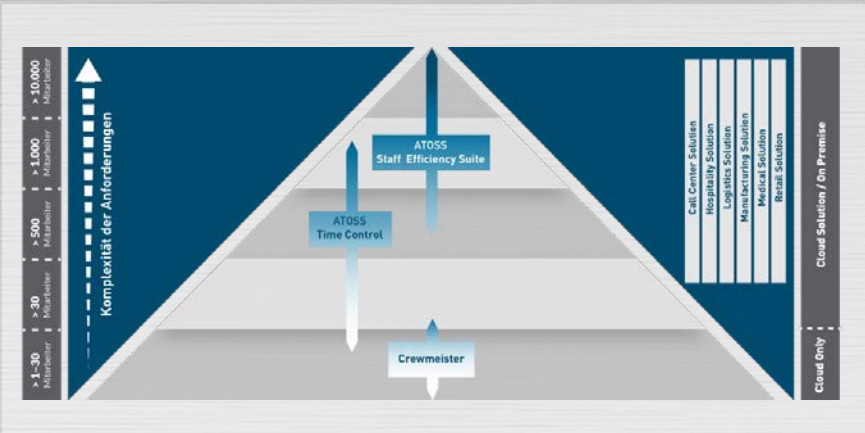


Sector Retail
ATOSS Customer Breuninger

03 ATOSS KPI's

Quelle: ATOSS Geschäftsbericht 2017

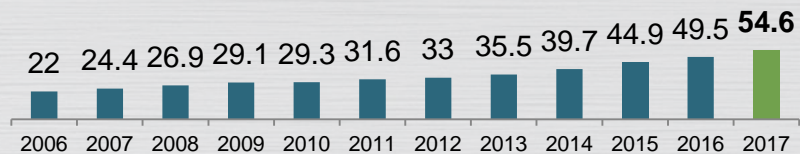
03 ATOSS – very sustainable business model



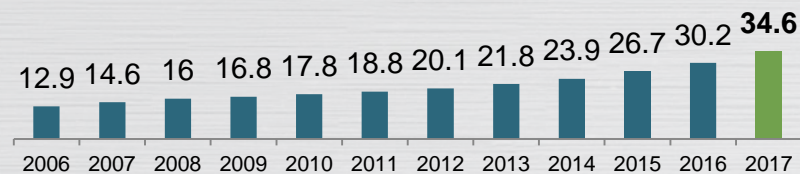
- Comprehensive offering – time & attendance management and workforce scheduling
- Comprehensive solutions – consulting, software, implementation from one single source
- Percentage of revenue from new software licenses as future growth driver remains stable over the years
- Proof of future-oriented business model

ATOSS – twelve record years reported

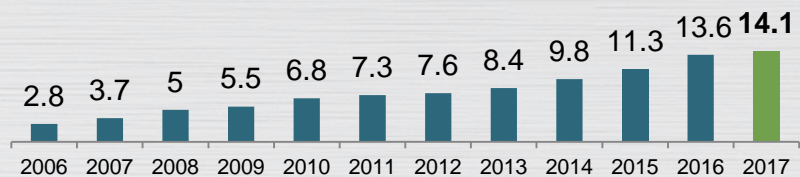
Total revenue in EUR Mio.



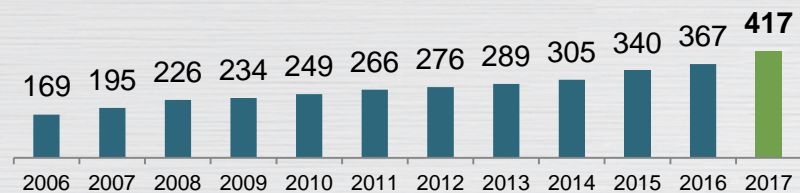
Software in EUR Mio.



EBIT in EUR Mio.



Employees



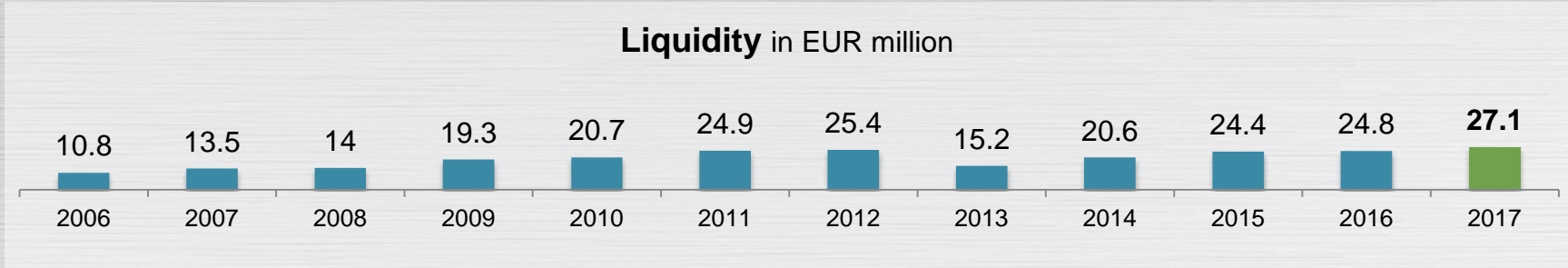
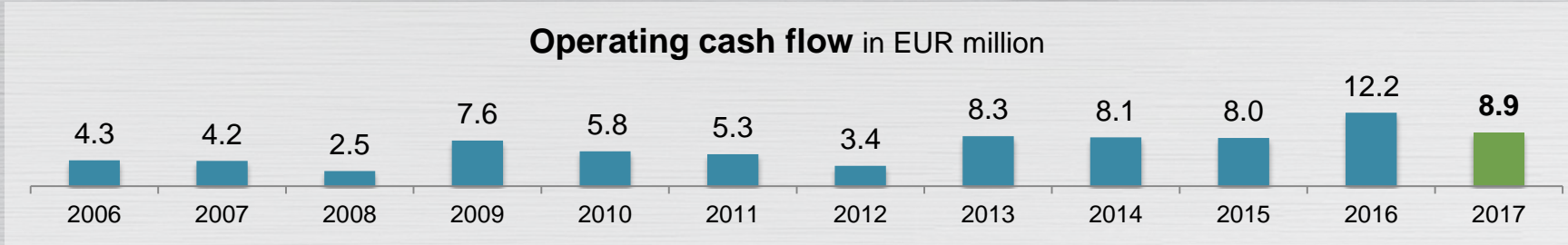
Stable sales and continued positive earnings development

Long-term security for our customers

Consistent investments in portfolio and technology

03 Financial strength

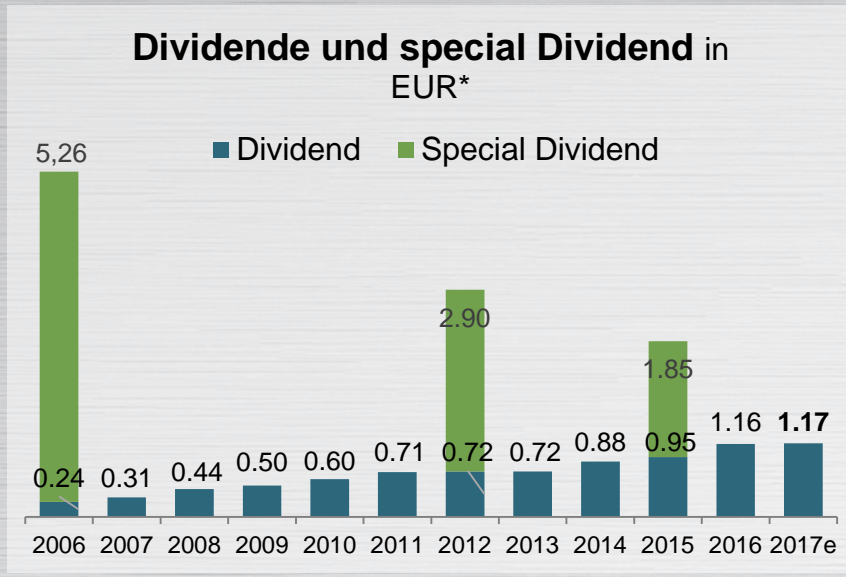
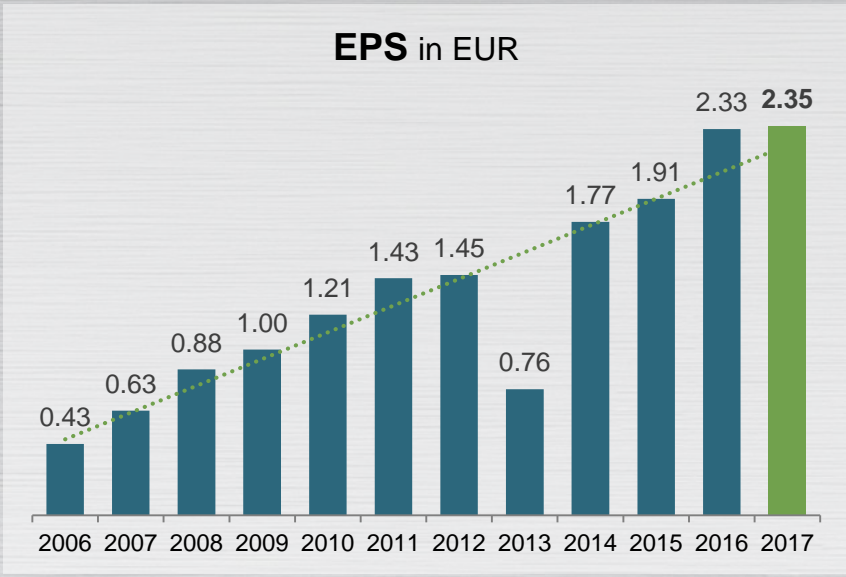
Independence and security for the future



Continuing positive development in Q1-Q3 2017 (31.12.2017: EUR 27.1 million) taking the dividend payments of EUR 4.6 million in the beginning of May 2017 into account (dividend EUR 1.16/share)

03 The ATOSS share

Dividend policy



ATOSS stays true to its dividend policy with continuity to the previous year

EPS in 2017: EUR 2.35

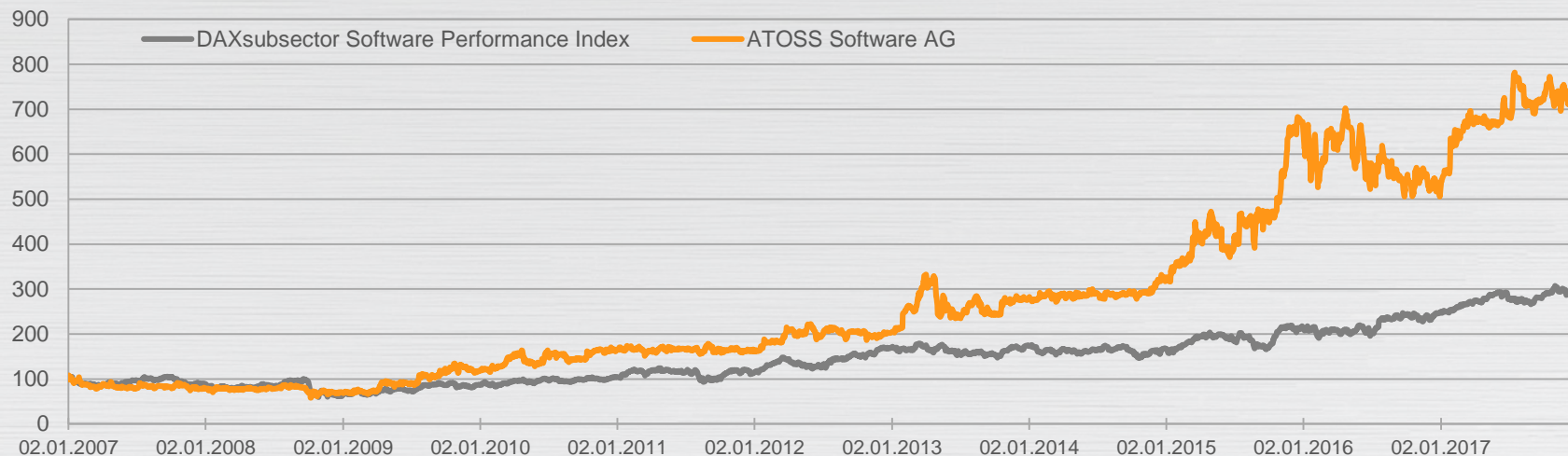
Planned Dividend 2017: EUR 1.17

*In 2006, 2012 und 2015 with a special dividend



The ATOSS share

Development ATOSS share 2007 – 2017



01/01/2007 – 12/31/2017: ATOSS share shows growth rate of 622%*,
DAXsubsector Software Performance Index plus 188%

Sustained increase of shareholder assets

ATOSS share offers additional potential

* XETRA Closing price 2006 and 12/31/2017 – without integration of special dividend



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Thank you for your attention!



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Attachments

Continuity of investments in Research & Development

Expenditure on Research & Development
in EUR Mio.



Continuous increase in development expenditures for a guaranteed future of our products.

Top R&D quota measured against benchmark of listed companies ATOSS invests annually about 20% of sales.

ATOSS customers benefit from state of the art solutions.

Effects generated from ATOSS projects

-15% Personnel costs with the same number of staff

-82% Overtime

-70% Planning input

-60% Residual leave

-22% Balance-sheet provisions

+5% Conversion rate

+11% Revenue

FINANZ-HIGHLIGHTS

Development over twelve record years

+167%

Total sales

+217%

Software licenses sales

+196%

Consulting sales

2006

–

2017

+153%

Capital Investment on R&D

+2.410%

EBIT

+1.858%

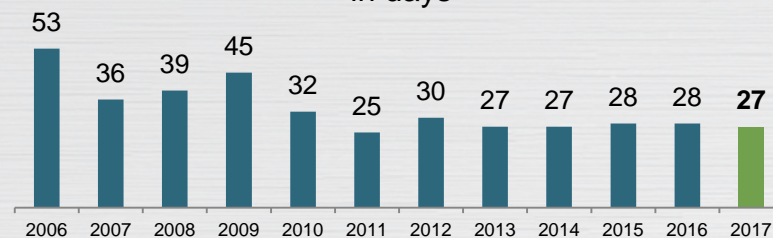
EPS

Benchmark for customer satisfaction and stability

Receivables in EUR Mio.



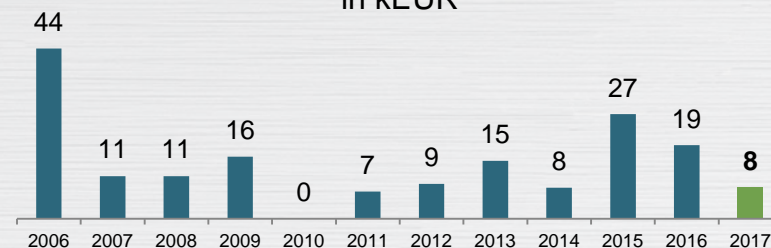
Collection period in days*



Low volume of receivables and short collection periods reflect good customer relations and well structured business processes.

The extremely low value adjustments prove the reliability of ATOSS even more.

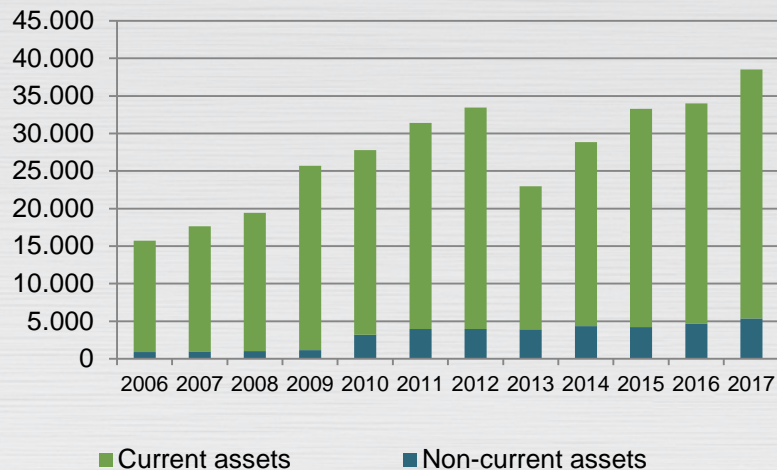
Value adjustments in kEUR



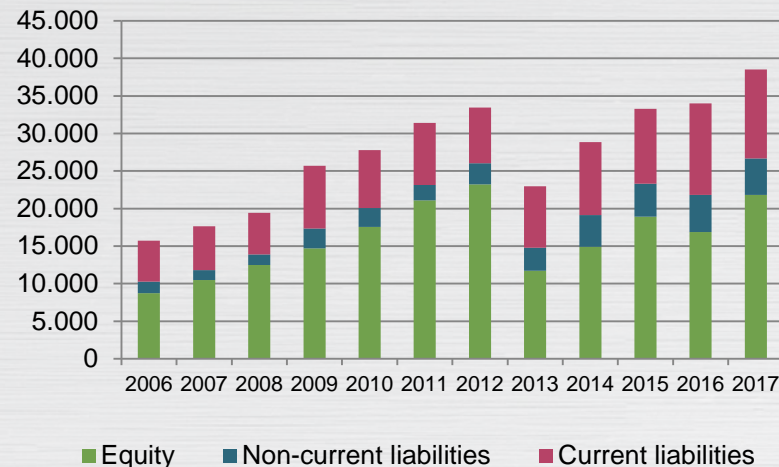
*Gross receivables : Gross sales x 365
As of 12/31/2017

Bilanzstruktur 2006 – 2017

Assets in kEUR



Equity & Liabilities in kEUR



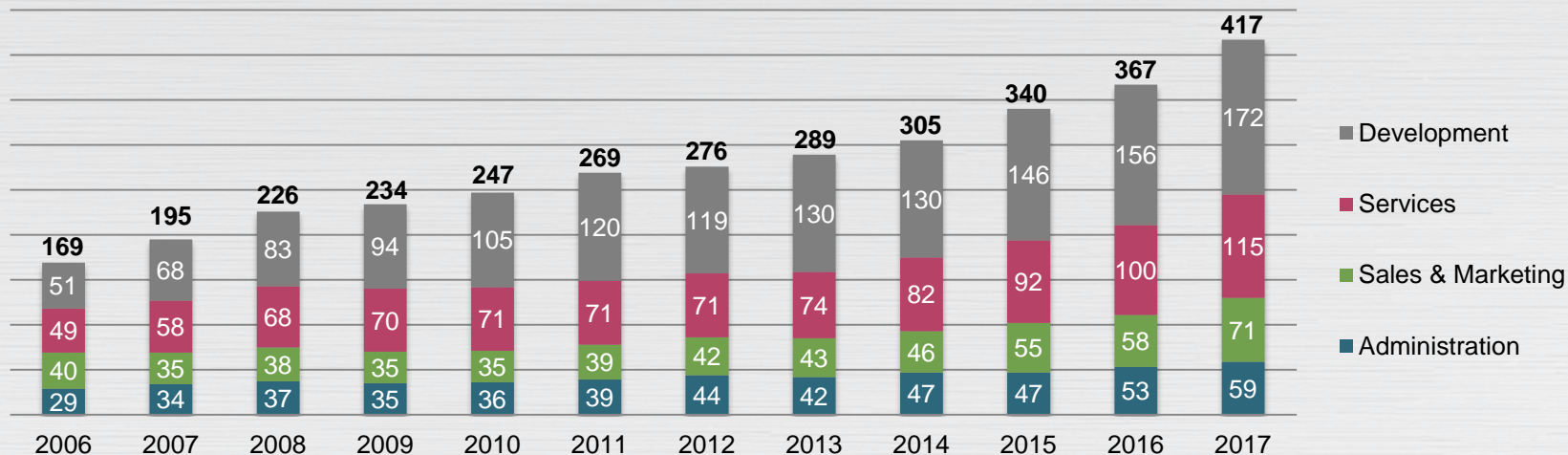
Sound structure of balance sheet

Assets: constant solid ratio between current and non-current assets

Equity & liabilities: high equity ratio (2017: 57 percent)

Continuous expansion of personnel capacities

Personnel development



Focussed on development and services personnel

The proportion of those two groups in relation to total personnel has increased by 10 percentage points in 2006 – 2017